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ABSTRACT

This annotated bibliography lists 56 resources on sexual harassment. The resources are divided into two categories. Section I contains resources on sexual harassment of women in nontraditional occupations (NTOs). The annotations are categorized as follows: books/journal articles, hearings, news articles, NTO training curricula, legal commentaries, and court cases. Section II contains general sexual harassment resources. The annotations are divided into these categories: books/studies/journal and news articles, resources for employers and unions, videos, selected bibliographies, hearings, legal commentaries, and court cases. Each annotation consists of the following (depending on the type of publication): author/sponsoring organization or agency, title, date of publication, publisher and place of publication, title of journal or newspaper, pagination, address of a source, price, and a brief summary of content. (YLB)

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SEXUAL HARASSMENT BIBLIOGRAPHY

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I. Resources on Sexual Harassment of Women in Nontraditional Occupations (NTOs)

A. Books/Journal Articles

Gruber, James E. and Lars Bjorn. "Blue-Collar Blues: The Sexual Harassment of Women Autoworkers." *Work and Occupations* 9 (1982):271-97.

Study of women in a predominantly male auto plant. Documents harassment, particularly of women in lower-level jobs and women of color.

Lafontaine, Edward and Leslie Tredeau. "The Frequency, Sources, and Correlates of Sexual Harassment Among Women in Traditional Male Occupations." *Sex Roles* 15, 7/8 (1986):433-42.

Reports that 75 percent of women in nontraditional occupations report sexual harassment compared to 50 percent of women in the workforce overall. Explores some of the dynamics leading to a high rate of sexual harassment of women in nontraditional jobs.

Martin, Molly, ed. *Hard-Hatted Women: Stories of Struggle and Success in the Trades.* 1988. The Seal Press. Northern New England Tradeswomen, Inc., One Prospect Avenue, St. Johnsbury, VT 05819, (802) 748-3308. $10.95 plus $1.25 postage and handling.

A collection of 26 personal stories of tradeswomen, many of whom describe their experiences with sexual harassment.

O'Farrell, Brigid and Sharon L. Harlan. "Craftworkers and Clerks: The Effect of Male Co-Worker Hostility On Women's Satisfaction With Nontraditional Jobs." *Social Problems* 29, 3 (February 1982):252-64.

This paper assesses the impact of hostility from male co-workers on women working in NTOs. The authors compare women in traditionally male craft jobs with women in traditionally female clerical jobs, using five factors of job satisfaction: pay, work content, promotion opportunities, supervisors, and co-workers. They found that contrary to the mainstream view of women's work-related behavior, women in blue- and white-collar jobs attribute more importance to pay and work content than to congenial co-workers.

Padavic, Irene and Barbara Reskin. "Men's Behavior and Women's Interest in Blue-Collar Jobs." *Social Problems* 37, 4 (1990):613-28.

Examines the hostility, sexual harassment and paternalism experienced by women working in plant jobs during a strike. The paper reports that despite the behavior of male co-workers and supervisors, women remained interested in these higher paying jobs.

B. Hearings

United States House of Representatives. *Sexual Harassment in Nontraditional Occupations*. Hearing before the Employment Opportunities Subcommittee of the Committee on Education and Labor, June 25, 1992. Government Printing Office, Washington, DC 20402, (202)-512-2471.

This hearing highlighted the sexual harassment and structural impediments women in male-dominated fields face -- be they engineers, scientists, tradeswomen or women in technical occupations. The hearing was based on two bills introduced by Representative Connie Morella of Maryland -- the Women in Apprenticeship Occupations and Nontraditional Occupations Act (P.L. 102-530) and the Advancement of Women in Science and Engineering Act (H.R. 3476). The expert panel included Donna Milgram from Wider Opportunities for Women and Catherine Didion from the Association for Women in Science.

C. News Articles

Greene, Marilyn. "Interlopers Detail Sexual Harassment to Panel." *USA Today* (June 26, 1992):4A.

Reports on the four women who testified before Congress on June 25, 1992, and the sexual harassment they experienced in nontraditional jobs.

Hirsh, Arthur. "The Big Day Won't Be Over Till The Garbage Lady Sings." *Baltimore Sun* (June 17, 1992):4G.

Story about Dawn Munday, a garbage truck driver, who experienced sexual harassment and has filed a $13 million sex-discrimination suit against Waste Management of North America. Munday testified before Congress on June 25, 1992, at a hearing on the sexual harassment of women in nontraditional occupations.

Kaylin, Jennifer. "Women Cite Harassment on Road Building Jobs." *New York Times* (November 24, 1991):CN4.

A study commissioned by the New York State Transportation Department found that of 400 female road construction workers surveyed, 42 percent had been victims of some form of sexual harassment, and 18 percent were physically or sexually attacked on the construction site.

Lancaster, John. "A Gauntlet of Terror, Frustration." *Washington Post* (June 24, 1992):A1.

Navy Lieutenant Paula Coughlin recounts her experience at the 1991 Tailhook convention where several women were accosted by Navy personnel.

Rudavsky, Shari. "Recalling Tales of Sex Discrimination." *Washington Post* (July 1, 1992):A21.

Reports on the Women in Apprenticeship Occupations and Nontraditional Occupations Act (P.L. 102-530) and the Advancement of Women in Science and Engineering Act (H.R. 3476) discussed at the June 25, 1992, congressional hearing on the sexual harassment of women in nontraditional occupations.

Tifft, S. and E. Rudulph. "A Setback For Pinups at Work." *Time* (February 4, 1991):61.

Reports on the federal district court ruling on Robinson v. Jacksonville Shipyards, Inc., in which the court found that the display of sexually explicit materials in the workplace can create a hostile work environment and thus is a form of sexual harassment.

Wilson, Heather. "Trade Wars." *San Francisco Bay Guardian* (February 27, 1992):25.

Four female construction workers in California tell their stories of fierce and life-threatening sexual harassment on the job.

D. NTO Training Curricula

Grey, Morgan. "Chapter 14: Sexual Harassment." In *STEP-UP For Women. Women's Resources: A Curriculum in Empowerment for Tradeswomen.* Northern New England Tradeswomen, Inc., One Prospect Avenue, St. Johnsbury, VT 05819, (802) 748-3308. $65 plus $4 postage and handling.

Model training program that helps women learn to define and identify a range of sexual harassment behaviors, know the appropriate steps to take in the case of harassment, and develop skills useful in defusing situations of harassment. It also helps women to identify and communicate personal limits concerning sexually explicit posters and jokes, pornography, and touching.

"Lesson 6: Sexual Harassment In The Workplace." In *Orientation to Nontraditional Occupations for Women.* Sex Equity Resource Center, Instructional Materials Lab, 1900 Kenny Road, Columbus, OH 43210, (614) 292-4353. $25.

The goal of the curriculum is for each student to learn to define sexual harassment, identify when it is happening to her, and develop effective strategies for preventing and dealing with sexual harassment in nontraditional work settings.

E. Legal Commentaries

Equal Rights Advocates, Women in The Fire Service, National Tradeswomen's Network. *Amicus Curaie for Robinson v. Jacksonville Shipyards, Inc., 760 F. Supp. 1486 (M.D. Fla. 1991) Case No. 91-3655.* Equal Rights Advocates, 1663 Mission Street, Suite 550, San Francisco, CA 94103, (415) 621-0672. Free.

Petitions the court to affirm that workplace gender-imbalance is a relevant factor to a Title VII hostile work environment claim. They argue for an explicit affirmation by the court that a woman's solo (or nearly solo) status may be taken into consideration in evaluating a hostile environment claim. The brief describes the social scientific literature regarding solo status.

NOW Legal Defense and Education Fund. *Report and Recommendations of the NOW Legal Defense and Education Fund to the New York City Commission on Human Rights and the New York City Offices of Labor Services on Discrimination in the Construction Trades.* NOW Legal Defense and Education Fund, 99 Hudson Street, New York, NY 10013, (212) 925-6635. $5.

Provides an analysis of sex discrimination in construction work in New York City. The Fund argues that women would enter the construction trades in record numbers if barriers to entry and discrimination were eliminated and serious efforts at affirmative action were undertaken. Report contains statements of tradeswomen and offers proposals for preventing sexual harassment.

Women's Legal Defense Fund. *Brief Amicus Curiae for Robinson v. Jacksonville Shipyards, Inc., 760 F. Supp. 1486 (M.D. Fla. 1991) Case No. 91-3655.* Women's Legal Defense Fund, 1875 Connecticut Avenue, NW, Suite 710, Washington, DC 20009, (202) 986-2600. $.07 per page.

Argues that the "reasonable woman" standard violates Title VII of the Civil Rights Act of 1964 and the Equal Protection clause of the 14th Amendment. Proposes changing the standard for evaluating the severity or pervasiveness of workplace conduct.

F. Court Cases

Robinson v. Jacksonville Shipyards, Inc., 760 F. Supp. 1486 (M.D. Fla. 1991).

The court ruled in favor of the plaintiff, a first-class welder who charged her employer intentionally created, encouraged and maintained a sexually hostile and intimidating work environment. Among the notable features of this case, the court ruled that the display of sexually explicit materials in the workplace can constitute sexual harassment and ordered the employer to establish and enforce a sexual harassment policy.

Berkman v. City of New York, 580 F. Supp. 226 (E.D. N.Y. 1983), aff'd 755 F.2d 913 (2d Cir. 1985).

Two probationary firefighters charged that they were discriminatorily fired at the end of a probationary period. In its decision ordering that plaintiffs be reinstated, the court found that in every instance in which plaintiffs were alleged to have performed poorly, the allegation of poor performance was a result either of discriminatory training or discriminatory evaluation.

II. General Sexual Harassment Resources

A. Books/Studies/Journal and News Articles

Farley, Lin. *Sexual Shakedown: The Sexual Harassment of Women on the Job.* 1978. Warner Books, New York.

In this groundbreaking book, women from all levels of the working world -- and the men who employ them -- recount stories of sexual harassment. Farley gives evidence of the historic and habitual harassment of women from Louisa May Alcott to Suzanne Sommers.

Galen, M. and Z. Schiller. "Ending Sexual Harassment: Business Is Getting The Message." *Business Week* (March 18, 1991):98.

Highlights rulings from court decisions involving sexual harassment. The article traces the evolution of the definition of sexual harassment and the rules governing conduct in the workplace.

Hill, Anita. "The Nature of The Beast." *Ms.* II, 4 (January/February 1992):32-33.

Hill discusses the repercussions of her testimony before the Senate Judiciary Committee in which she accused Supreme Court nominee Clarence Thomas of sexual harassment. This article is based on remarks delivered by Hill as a panelist on Sexual Harassment and Policymaking at the National Forum for Women State Legislators in 1991.

Hughes, Jean O'Gorman and Bernice Resnick Sandler. *In Case of Sexual Harassment. A Guide For Women Students. We Hope It Doesn't Happen To You, But, If It Does.* 1992. Center for Women Policy Studies, 2000 P Street, NW, Suite 508, Washington, DC 20036, (202) 872-1770. $4.

A guide for both undergraduate and graduate students including myths surrounding sexual harassment, types of sexual harassment, and institutional and individual strategies for handling sexual harassment. The guide also discusses topics such as dating professors, taking legal action, and addressing sexual harassment as a member of a campus organization. A list of resources dealing with sexual harassment in academia is included.

National Council for Research on Women. *Sexual Harassment: Research and Resources.* 1992. National Council for Research on Women, The Sara Delano Roosevelt Memorial House, 47-49 East 65th Street, New York, NY 10021, (212) 570-5001. $9.

Summary of research on sexual harassment with sections on women in nontraditional jobs and working-class women. Also includes an extensive bibliography and a list of researchers/expert witnesses on sexual harassment.

Petrocelli, William and Barbara Kate Repa. *Sexual Harassment on the Job.* 1992. Nolo Press, 950 Parker Street, Berkeley, CA 94710, (510) 549-1976. $14.95 plus $4 shipping and handling (tax if resident of CA).

An excellent self-help law book that describes what sexual harassment is and gives specific strategies to prevent or end it, including confronting the harasser, using a company complaint procedure, filing a state or federal sexual harassment claim, and bringing a lawsuit.

Sandroff, Ronni. "Sexual Harassment in the Fortune 500." *Working Woman* (December 1988).

Reports on a survey of human resource executives of Fortune 500 companies. Includes a lengthy case study and analysis by consultants in the field of sexual harassment.

_____. "Sexual Harassment: The Inside Story." *Working Woman* (June 1992):47-78.

Examines the results of a survey of 9,000 women about sexual harassment in the wake of the Hill/Thomas hearings.

United States Department of Labor, Office of the Secretary, Women's Bureau. *A Working Woman's Guide to Her Job Rights*. 1992. Department of Labor, Women's Bureau, Washington, DC 20210, (202) 219-6665. Free.

A handbook on women's legal rights in the workplace, this guide explains the Equal Employment Opportunity Commission (EEOC) complaint process and the relevant executive orders, court decisions, and laws prohibiting discrimination in employment, including sexual harassment.

United States Merit Systems Protection Board. *Sexual Harassment of Federal Workers*. 1981. U.S. Merit Systems Protection Board, 1120 Vermont Avenue, NW, Washington, DC 20419, (202) 653-8900. Free.

Commissioned by the House Post Office and Civil Service Committee, this report documents the extent of sexual harassment in the federal workplace. This is a landmark study of sexual harassment both because of the scientific standards used and the large sample size. More than 20,000 federal employees completed the questionnaire -- an 85 percent response rate.

_____. *Sexual Harassment of Federal Workers: An Update*. 1987. U.S. Merit Systems Protection Board, 1120 Vermont Avenue, NW, Washington, DC 20419, (202) 653-8900. Free.

B. Resources for Employers and Unions

Bravo, Ellen and Ellen Cassedy. *The 9to5 Guide to Combatting Sexual Harassment*. 1992. John Wiley & Sons, Inc., New York. 9to5, National Association of Working Women, 614 Superior Avenue, NW, Cleveland, OH 44113, (216) 566-9308. $9.95 plus $3 shipping.

9to5 offers candid and solid advice to employers, line-managers and labor unions for stopping sexual harassment in the workplace.

Colatosti, Camille and Elisa Karg. *Stopping Sexual Harassment: A Handbook for Union and Workplace Activists*. 1992. Labor Notes, 7435 Michigan Avenue, Detroit, MI 48210, (313) 842-6262. $9.

A practical guide written from a labor perspective with chapters on using the union and what to do about unhelpful unions. Includes sample survey, union training class, union leaflets, newspaper articles and bibliography.

Connell, Dana S. "A Court-Mandated Sexual Harassment Policy." *Employment Relations Today* (Winter 1991/92):433-42.

Discusses the lessons to be learned from the case *Robinson vs. Jacksonville Shipyards, Inc.*, in which a district court ordered the employer to implement a detailed sexual harassment policy.

Employer's Guide to Controlling Sexual Harassment. Thompson Publishing Group, Publication Services Division, 1725 N. Salisbury Boulevard, Salisbury, MD 21801, (800) 677-3789. $349 annual subscription.

This quarterly publication includes recent court rulings in sexual harassment cases, sexual harassment prevention training tips, summaries of recent studies on sexual harassment in the workplace, and other resources.

NOW Legal Defense and Education Fund. *Legal Resource Kit: Employment-Sexual Harassment*. 1991. NOW Legal Defense and Education Fund, 99 Hudson Street, New York, NY 10013, (212) 925-6635. $5.

An overview of sexual harassment law, with sample materials, summary of litigation, guidelines for complaint investigation, annotated bibliography, agency names and addresses.

Petrocelli, William and Barbara Kate Repa. "Workplace Policies and Programs." *Sexual Harassment on the Job*. 1992. Nolo Press, 950 Parker Street, Berkeley, CA 94710.

Offers suggestions on evaluating the workplace, effective sexual harassment policies, complaint procedures and investigations, training sessions, and a sexual harassment monitoring survey.

Phelan, Colleen. *Sexual Harassment Solutions at Work: Profiles of Successful Policy and Practice*. 1992. Wider Opportunities for Women, 1325 G Street, NW, Lower Level, Washington, DC 20005, (202) 638-3143. $20.

An excellent resource for employers and unions on reducing the hostility of the workplace for women working in male-dominated occupations. Learn from US West, Michigan Consolidated Gas Company, NBC, Digital Equipment, Pacific Gas and Electric Company, DuPont, Kansas City Power and Light, and the United Auto Workers successful policies and practices addressing sexual harassment in workplace. Three programs focus on women in nontraditional jobs.

Thomann, Daniel A. and Donald E. Strickland. "Line Managers and the Daily Round of Work: The Front-Line Defense Against Sexual Harassment." *Industrial Management* (May/June 1990):14-16.

Explains how routine managerial processes such as interviewing applicants and conducting employee evaluations can be used to combat sexual harassment in the workplace.

Webb, Susan. *Sexual Harassment: Shades of Gray. Guidelines for Managers, Supervisors, and Employees.* 1991. Premiere Publishing, Ltd. 145 Northwest 85th Street, Suite 201, Seattle, WA 98117, (800) 767-3062. $5.50 plus tax.

This booklet defines sexual harassment with respect to EEOC guidelines and derives practical rules of thumb for managers, supervisors, and employees to comply with those guidelines. Several other videos, books, manuals, training kits, and a newsletter on sexual harassment are also available.

C. Videos

Call Me Sister, Call Me Brother. VHS, 13 min. Canadian Auto Workers, 205 Placer Court, North York, Willowdale, Ontario M2H3H9, Canada, (416) 497-4110. Purchase $12 Canadian.

Interviews workers who have experienced sexual and racial harassment from other union members.

Intent vs. Impact. VHS, Management Version/41 min., Employee Version/26 min. Bureau of National Affairs Communications (BNAC), 9439 Key West Avenue, Rockville, MD 20850, (800) 233-6067. Preview (both versions) $40/3 days, purchase (both versions) $1495.

A sexual harassment prevention and resolution video tape.

Sexual Harassment: It's No Game. VHS, 33 min. Center for Women in Government, SUNY-Albany, Draper Hall 302, Albany, NY 12222, (518) 442-3900. Preview $60/week, purchase $250.

Features excerpts from TV show "Cagney and Lacey." Includes a 44-page curriculum plus handouts.

Workplace Hustle. Clark Communications, Inc. 1981. 16mm only, 30 min. Education Department, Film Division, AFL-CIO, 815 16th Street, NW, Washington, DC 20006, (202) 637-5153. Rental $5.

Explores the many varieties of sexual harassment that women encounter on the job and the emotional and economic impact it has on their lives. Narrated by Ed Asner, the film gives examples that can provide the background for a discussion of this issue and how women can handle the problem individually and through the union.

D. Selected Bibliographies

National Council for Research on Women. "Bibliography." In *Sexual Harassment: Research and Resources.* 1992. National Council for Research on Women, The Sara Delano Roosevelt Memorial House, 47-49 East 65th Street, New York, NY 10021, (212) 570-5001. $9.

United States Department of Labor, Office of the Secretary, Women's Bureau. *Sexual Harassment Resources*. 1991. Department of Labor, Women's Bureau, Washington, DC 20210, (202) 219-6665. Free.

Contains listings for sexual harassment in education, relevant court cases, mass media articles, and audiovisual material.

United States Merit Systems Protection Board. "Annotated Bibliography." In *Sexual Harassment in the Federal Workplace: Is it a Problem?* 1981. U.S. Merit Systems Protection Board, 1120 Vermont Ave, NW, Washington, DC 20419, (202) 653-8900. Free.

Contains excellent annotations of general theory and analysis, studies and surveys, mass media articles, and legal commentaries. It also offers a summary of case law.

E. Hearings

United States Senate. *Nomination of Clarence Thomas of Georgia to be an Associate Justice of The Supreme Court*. Hearings before the Senate Committee on the Judiciary, Sept. 10, 11, 12, 13, 16, 17, 19, 20, Oct. 11, 12, 13, 15, 1991. Transcripts available from the Senate Committee on the Judiciary, Documents Clerk, Washington, DC 20510-6275, (202) 224-8055. Free.

F. Legal Commentaries

Equal Employment Opportunity Commission. *Final Guidelines on Sexual Harassment in the Workplace*. 1980. EEOC, Publishing Distribution Center, 1801 L Street, NW Washington, DC 20507, (202) 663-4264.

The guidelines state that Title VII of the Civil Rights Act of 1964 prohibits sexual harassment of employees; employers are responsible for the actions of their agents and supervisors; and employers are responsible for the actions of all other employees if the employer knew or should have known about the sexual harassment.

Equal Employment Opportunity Commission. *Policy Guidance on Current Issues of Sexual Harassment*. 1990. EEOC, Publishing Distribution Center, 1801 L Street, NW, Washington, DC 20507, (202) 663-4264. Free.

An update to the guidelines on sexual harassment published by the EEOC in 1980, this document provides guidance on determining whether sexual conduct is "unwelcome;" evaluating evidence of harassment; determining whether a work environment is "hostile;" holding employers liable for sexual harassment by supervisors; and evaluating preventive and remedial action taken in response to claims of sexual harassment.

Ehrenreich, Nancy S. "Pluralist Myths and Powerless Men." *The Yale Law Journal* 99, 1177 (1990): 1195-1219.

This commentary analyzes a sex discrimination case filed by the sole woman in a salaried position at Osceola Refining Company. The court held that the conduct of which the plaintiff complained, consisting of pornographic posters and anti-female obscenities, was not unreasonably offensive but rather legitimately expressed cultural norms at the plant. The analysis discusses the three arguments the majority relied on to conclude that the conduct was not unreasonably offensive.

MacKinnon, Catherine. *Sexual Harassment of Working Women*. 1979. Yale University Press, New Haven, CT, (203) 432-0940. Paperback $15/cloth $40 plus $3.50 shipping and handling.

America's groundbreaking scholar on sexual harassment law, MacKinnon contends that sexual harassment of women in the workplace is sex discrimination. The author advances a legal theory allowing the use of the Equal Protection Clause of the 14th Amendment and Title VII of the Civil Rights Act of 1964 to establish sex discrimination in cases of sexual harassment.

National Women's Law Center. *Title VII's Failed Promise: The Impact of the Lack of a Damages Remedy*. 1991. National Women's Law Center, 1616 P Street, NW, Suite 100, Washington, DC 20036, (202) 328-5160. $5.

Timed to have an impact on congressional debate over the Civil Rights Act of 1991, this treatise uses case law and anecdotes to argue that a federal damages award is needed to redress victims of sexual discrimination.

Pollack, Wendy. "Sexual Harassment: Women's Experience vs. Legal Definitions." *Harvard Women's Law Journal* 13 (1990):35-85.

Pollack traces the development of sexual harassment as a legal cause of action. Reviews *Meritor Savings Bank, FSB, v. Mechele Vinson*. Discusses the way in which the court enforces gender hierarchy.

G. Court Cases

Meritor Savings Bank, FSB v. Mechele Vinson, 477 U.S. 57, 73 (1986).

In Meritor, the Supreme Court unanimously held that a hostile or abusive work environment may constitute sexual harassment and therefore, like *quid pro quo* sexual harassment, is a form of sex discrimination under Title VII.

Bundy v. Jackson, 641 F. 2d 934 (D.C. Cir. 1981).

The U.S. Court of Appeals, District of Columbia Circuit, ruled that a employer can be liable for creating a discriminating work environment even though the employee may not be denied any tangible employment benefits. The court adopted the EEOC guidelines of sexual harassment, which state explicitly that employers can limit liability by showing they took "immediate and corrective action."

Miller v. Bank of America, 600 F. 2d 211 (9th Cir. 1979).

The court ruled that employers are responsible for sexual harassment acts by supervisors and employees even if management is unaware of the harassment. The court also ruled that victims' rights are not limited by their failure to use an organization's internal complaint procedure.